

Teacher Evaluation Criteria and Descriptors

Minimum evaluation criteria - Certificated classroom teachers

WAC 392-191A-060

Criterion 1: Centering instruction on high expectations for student achievement.

Descriptor: Expectations; the teacher develops and communicates high expectations for student learning.

Criterion 2: Demonstrating effective teaching practices.

Descriptor: Instruction; the teacher uses research-based instructional practices to meet the needs of all students.

Criterion 3: Recognizing individual student learning needs and developing strategies to address those needs.

Descriptor: Differentiation; the teacher acquires and uses specific knowledge about students' cultural, individual, intellectual, and social development and uses that knowledge to adjust their practice by employing strategies that advance student learning. Student growth data must be a substantial factor utilizing the OSPI approved student growth rubrics.

Criterion 4: Providing clear and intentional focus on subject matter content and curriculum.

Descriptor: Content knowledge; the teacher uses content area knowledge, learning standards, appropriate pedagogy, and resources to design and deliver curricula and instruction to impact student learning.

Criterion 5: Fostering and managing a safe, positive learning environment.

Descriptor: Learning environment; the teacher fosters and manages a safe and inclusive learning environment that takes into account: Physical, emotional, and intellectual well-being of students.

Criterion 6: Using multiple student data elements to modify instruction and improve student learning.

Descriptor: Assessment; the teacher uses multiple data elements (both formative and summative) to plan, inform and adjust instruction, and evaluate student learning. Student growth data must be a substantial factor utilizing the OSPI approved student growth rubrics.

Criterion 7: Communicating and collaborating with families and school community.



Descriptor: Families and community; the teacher communicates and collaborates with students, families, and all educational stakeholders in an ethical and professional manner to promote student learning.

Criterion 8: Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

Descriptor: Professional practice; the teacher participates collaboratively in the educational community to improve instruction, advance the knowledge and practice of teaching as a profession, and ultimately impact student learning. Student growth data must be a substantial factor utilizing the OSPI approved student growth rubrics.